



WORKFORCE DEVELOPMENT
COUNCIL

HAWAII WORKFORCE DEVELOPMENT COUNCIL MEETING

Thursday, August 13, 2009
9:30 a.m. – 12:00 noon.
830 Punchbowl Street, Room 310
Honolulu, Hawaii

AGENDA

- 9:30 a.m. Call to Order.....Gregg Yamanaka, Chair
Public Input on Agenda
Approval of May 12, 2009 Minutes
Q&A on LWIB, WDD and WDC Staff Reports
Introduction of New Members
- 9:45 a.m. Progress Report on USDOL ARRA Grant Applications.....James Hardway
- 10:15 a.m. Presentation: "Hawaii Green Report" & Updates.....Francisco Corpuz
- 10:45 a.m. Approval.....Gregg Yamanaka
- Motion: Approval designating Performance and Evaluation Committee to
 develop and approve 2009 WIA Annual Performance Report
- Motion: Approval designating Planning Committee to develop 2010 Annual
 Report to the Governor
- Motion: Approval of Two Proposed USDOL ETA Waivers
 1. On-the-Job Training
 2. Incumbent Worker Training
- 11:15 a.m. Committee Break Out Sessions.....James Hardway
The five individual WDC committee chairs and members meet
to discuss progress of work regarding the focus recommendations
- 12:00 noon. Adjournment.....Gregg Yamanaka

Next WDC Meeting: November 12, 2009

Please contact WDC at 586-8672 at least 24 hours before
the meeting if you need special accommodations for a disability.

Meeting of the
WORKFORCE DEVELOPMENT COUNCIL
Tuesday, May 12, 2009, 9:30 a.m.
Oahu WorkLinks, Room 110
Dillingham Shopping Plaza
1505 Dillingham Boulevard, Honolulu, Hawaii

Members Present

Sandy Baz, Allen Chung, Raynard Shayne Chung, Jill Cooper, Will Espero, Randall Francisco, Michael Gleason, Signe Godfrey, Lili Hallett, JoAnn Inamasu, Steven Lee, Marilyn Matsunaga (for Mufi Hannemann), Henry Oliva, Michael Rota, Marcia Taira, Chris Tatum, James Tollefson, Gregg Yamanaka, Elaine Young (for Darwin Ching)

Other Attendees

Mark Anderson (DBEDT), Francisco Corpuz (R&S), Stanford Fichtman (WDC), James Hardway (WDC), Dayna Honaker (Maui County OED), Carol Kanayama (WDD), Lance Kimura (Tourism Advisory Council), Jan Miyamoto (Kauai County OED), Lei Nakamura (OWL Consortium), Kathleen Nielsen (Hawaii County OHCD), Anna Powell (WDC), Sylvia Silva (OWL), Jeff Tom (OWL), Al Valles (USDOL/ETA/OA), Carolyn Weygan-Hildebrand (WDC), Audrey Yasutake (WDC)

Call to Order

Chair Gregg Yamanaka called the meeting to order at 9:40 a.m.

Public Input on Agenda

There was no public input.

Approval of the February 12, 2009 Minutes

A motion was made and seconded and the minutes were approved.

Q&A on LWIB, WDD, and WDC Staff Reports

Signe Godfrey commented that the reports should follow the standardized format created by former Council member Erwin Hudelist for reading consistency. Chair Yamanaka commended the LWIBs for including Reed Act status updates in their reports.

Introduction of New Member

Chair Yamanaka introduced and welcomed new Council member Chris Tatum, General Manager of the Waikiki Beach Marriott Resort. He also congratulated Allen Chung, Marcia Taira, and Lili Hallett on their Senate confirmations.

One-Stop Presentation and Walk-Through

Sylvia Silva gave a powerpoint presentation on the One-Stop Centers which are community-based facilities offering employment information and services to employers and job seekers at eight locations. Depending on size, the One-Stops provide workshops; training services based on eligibility (dislocated workers or adults strictly by income); classroom training; on-the-job training; referrals to the Small Business Administration for entrepreneurial training; and adult basic education, e.g., word and excel computer classes by Farrington Adult Education. Partner programs include Job Corps, HCAP, WDD, UI, ALU LIKE, vocational rehabilitation, community colleges, youth programs, Senior Community Service Employment, and Community School for Adults.

The Oahu WorkLinks (OWL) Employment Resource Center assists customers with resumes, self assessments, labor market information, career and employer research, and tutorials on computer usage. It offers job-related services such as photocopying, telephone message-taking, faxing, and assistive technology for people with disabilities. Books, training materials, Sunday newspaper, and *Career Builders* newspaper are available in the library center. About 50 customers are served daily, excluding those who must register due to UI requirements. The Business Services Section assists employers with jobs fairs, rapid response, and on-the-job training. A May 20 job fair will have 110 employers participating. Ms. Godfrey wanted to know how the One-Stops connect with businesses and how successful are they in getting jobs. Jeff Tom said employers can access HireNet Hawaii online and enter their job orders after registering with the One-Stops. OWL also has outreach staff who will speak to business associations and agencies that work with employers to actively recruit and form partnerships. OWL met its goal of 120 hires last year and exceeded that number to date. However, the economic slowdown is affecting the job search customers and businesses from hiring. Jill Cooper was interested in the total number of people who applied for jobs. Mr. Tom said data from the One Stops are tracked separately. OWL's goal is to refer 400 people in a fiscal year and is at about 300 to date. Ms. Silva said the Wagner-Peyser and WIA performance outcomes will show how many were actually served and placed in jobs. Chair Yamanaka asked about the percentage of active resumes. Mr. Tom said HireNet Hawaii has options that will allow employers to search for recent resumes and dictate the skills they seek. OWL will also work with and refer qualified applicants to a business that is a HireNet partner.

Lei Nakamura said the Youth Services Center is co-located with OWL. The services it provides are administered in-house by City staff or contracted out to five service providers and vendors on Oahu. Ms. Silva said OWL also administers several programs. The family self-sufficiency program partners with the state sectioning program to help individuals enter into escrow and, hopefully, purchase their homes. The Hoala program for TANF or TAONF individuals provides workshops to prepare them for jobs or training. The CNA program is a special grant from DLIR to provide on-the-job training to individuals who complete CNA classes at a community college. The military spouse program assists military spouses for two years. Allen Chung asked and Ms. Silva said the biggest challenge is finding jobs for its customers.

Chair Yamanaka asked Henry Oliva for an update on DHS' programs. Mr. Oliva said the number of people entering the programs continue to be monitored. From an employment standpoint, the programs are being modified to accommodate people. From an unemployment standpoint, they see an increase in the workforce development arena as many recipients of unemployment benefits are at the end of their benefit period. TANF and TAONF have not increased greatly because the eligibility factors are income and resources. Those with employment history are "worker bees" and they know the programs will not sustain them. WDC needs to consider opening venues in the areas of training and retraining so displaced workers have the option of being trained/retrained.

Status Reports by WDC Committee Chairs

Ms. Godfrey reported that the Education and Training Coordination Committee has three major goals: 1) provide a mechanism to facilitate experiential learning for students and youth by December 31; 2) have a complete ASSET map of all publicly-funded education and training programs in the state by July 1; and 3) discuss amending the UI law to include workplace training on site and working more closely with ES. Chair Yamanaka suggested reading *How Our Schools Can Better Prepare Students for Workforce Development* by a Harvard education professor, and focusing on the gap group in the incumbent worker on-the-job training to prevent layoffs of workers who do not have the new skills and competencies to meet industry changes. Mr. Oliva said another avenue is to provide incentives to employers so they will take advantage of any worker retraining. Chair Yamanaka said the Executive Committee approved a September forum that will focus on economic development and educating employers on available programs.

Mr. Chung reported that the Evaluation and Accountability Committee would like to improve WIA performance and has set two goals: 1) WIA compliance; and 2) making performance more business-related, meaningful to decision makers (Governor, Legislature), easy to read (common language), and timely. Committee issues and wishes will be solicited. Chair Yamanaka asked if tracking post-UI wage records has become easier. James Hardway said those who fall off the UI rolls are currently tracked through a formula developed by BLS. There is also a group effort with DBEDT on a longitudinal site where P-20 employment will be tracked utilizing UI wage records. Chair Yamanaka commented on the urgency of understanding ARRA as staffing requirements are a concern of the LWIBs.

Michael Rota reported that the Planning Committee completed and approved the Comprehensive State Plan on behalf of WDC and is in the process of developing the WIA State Plan which is due on June 30. The committee is assigned five recommendations in the State Plan: identifying needed skills, planning data alignment, green jobs initiative and focusing on ARRA, planning data sector strategy, and planning data for grants and seeking purposes.

James Tollefson reported that the Economic Development, Labor Pool Expansion, and Workforce Housing Policy Committee will be focusing on workforce housing and senior workers.

American Recovery and Reinvestment Act Briefing

Mr. Hardway gave a powerpoint presentation on ARRA. The \$800 billion national funding will be distributed among education and training, tax relief, state and local fiscal relief, infrastructure and science, health care, protecting the vulnerable, energy, and other. It is expected to create or save 3.5 million jobs nationally and 15,000 in Hawaii, with clean energy jobs dictating WDC and LWIB priorities for incumbent worker training and job training to fill new jobs. Sector strategy, regional strategy, collaboration, and green jobs are the themes for workforce development. Key provisions are WIBs can contract directly with higher education, national discretionary grants for green jobs and health care, summer youth program, age increase of youth from 21 to 24, and work readiness is the only performance measure. WIA funding streams for youth, dislocated workers, and adults will increase to \$12.8 million. However, the unemployment rate is likely to rise to 7.7% annually by 2010, One-Stops are being overwhelmed with job seekers, tax revenues are diminishing, businesses will continue to lay off workers, and there is economic/financial uncertainty. There is tremendous pressure to do the right thing, at the right time, in the right way, and still be accountable and transparent. ARRA, like WIA, is locally driven and 85% of the funds will be distributed to the counties and 15% to the Governor. Roles of the WDC and LWIBs include: 1) stewardship of public dollars via oversight, policy development, and accountability

and transparency; 2) alignment of resources via cross agency collaboration, relationship building, and leveraging existing programs; and 3) community leadership via convener, community voice, workforce intelligence, broker, and capacity builder. Elaine Young noted that ARRA allocations for youth, dislocated workers, and adults were inadvertently transposed; correct figures are in the WIA Bulletin attached to WDD's report.

Mark Anderson gave an overview of the ARRA process. The Governor will assign different parts of the stimulus package to each department. The department must then be in contact with the relevant federal agency to see how the funds can/cannot be used. Hawaii will receive about \$2 billion in benefits (tax breaks) overall with about \$800 million for direct spending. The federal government wants the stimulus package to save jobs and stabilize the economy in the short term and transform the economy and make the country more competitive in education, broadband, energy, health care, and workforce development in the long term. Accountability requirements will be daunting. Starting in July and quarterly thereafter, states must provide detailed reporting on 12-15 data items in the Federal Register. Mr. Chung asked and Mr. Hardway said WDC needs to be proactive in knowing how the 85% and 15% of ARRA-WIA are spent and in working with and addressing the needs of the counties. The state plan will provide statewide policy guidance on priorities, but it must still be coupled with the WIA premise that it is locally driven. Ms. Cooper asked if the spending information will be reported through the LWIBs. Mr. Hardway said it depends on how the Board wants to receive the information. Mr. Anderson said this is an important issue because extracting the data and ultimately submitting it to the federal government is an enormously difficult task. His impression is that any money received must balance out and show who and how it was spent. In the spirit and guidance of the money, the federal government is also indicating a certain direction for purchases. Hawaii will be setting up an office of ARRA accountability, issuing new accounting codes to track the money, and posting all purchases of \$25,000+ on the recovery.gov website to prevent waste, fraud, and abuse.

Competitive grants are coming out in 30-90 days and everyone needs to be proactive in seeking and pursuing them. Chair Yamanaka suggested a funding consideration be given to programs like the one DBEDT sponsors for a national high school competition on life skills where teams compete in five core areas of a nationally-designed curriculum. Mr. Anderson will follow up. Ms. Young said competitive money will be available in two phases—\$500 million and \$700+ million. USDOL will issue a guidance letter and states will have five categories of opportunity: 1) state research collecting and disseminating data, e.g., what are green jobs and what jobs are available in the near future; 2) partnership grants for training with a national organization; 3) looking at participants in poverty and getting them into green jobs; 4) data on sector training plans and encouraging LWIBs to use sector strategy; and 5) green capacity building and upgrading the skills in the construction trades. Mr. Anderson said we are competing with other states, so we need to give the federal government a compelling overall story of where we are, where our system is going, what our plan is, and how the federal investment will make it work. WDC could coordinate this effort. Steven Lee added that DBEDT has been working with the community colleges and various community groups to target competitive and discretionary monies. A grants workshop is being planned in June to bring the working groups together to start the planning process and encourage collaboration.

Mr. Anderson said in the green economy discussion, states were having a difficult time finding and defining those jobs. Many jobs turned out to be traditional jobs with programs already in place. However, industries that support the green economy are losing jobs because the energy money is not yet available to increase employment. Shayne Chung asked and Mr. Anderson said the money for construction projects, mostly with the Department of Transportation (DOT), fared well because of its shovel-ready definition (being able to start a project in a short period of time).

DOT is also working with Senator Inouye's Office on competitive grant opportunities. Allen Chung asked and Mr. Hardway said a newsletter is in the works and webinar notices and various websites will keep Council members abreast of the latest information.

Unemployment Services: Best Practices

Ms. Godfrey attended the March 2009 NAWB Forum and was impressed with how other states worked with different agencies and minimized their silos. She felt that Hawaii could use more coordination between UI and ES. Anna Powell gave a powerpoint presentation on *UI and ES: Expediting Reemployment, Concepts and Experiences from Other States*. UI/ES services evolved in the 1980s-1990s, creating a disconnection with clients, i.e., less personal interaction and accountability, lack of customized solutions, unclear communication and expectations, and less opportunity to upgrade skills. New UI/ES programs will address system disjoints, incorporate success factors from USDOL grants, provide \$250,000 for reemployment services, and provide criteria for UI/ES integration. Reemployment services will increase early in-person UI intervention, provide faster job orders, and provide subsidized wage training. Reemployment Assessment Grants (REA) received by 19 states in 2005-2008 totaled \$18 million a year. Georgia increased services without REA and, like Oregon, decreased UI claim duration through OJT training. Maine and New York are best practice states. Their key design elements are UI/ES collaborate jointly in decision-making, early and frequent in-person claimant contact, multiple assessments in the first month, feedback for continuous improvement, co-enrollment in ES and WIA, and tiered approach with hardest to place given the most assistance. New York also created "most likely" job orders through strategic use of UI data and learned that larger companies generate more job orders, targeting allows ES to quickly match claimants and hiring companies, most data are in the system or are public, complements HireNet-type system, and saves money. The results are useful for WDC/LWIB planning, ARRA/green jobs initiatives, matching declining occupations with new training opportunities in growth areas, allowing more strategic flexibility, developing ETF training in new companies, and preparing for an economic upturn. Ms. Young mentioned that DLIR's REA grant is presently administered by WDD. Ms. Godfrey said the presentation uncovered information that is helpful in moving forward with ARRA, but mainly to work together, especially the LWIBs, with UI and ES to improve moving unemployed people back to work. Mr. Hardway said Darwin Ching wants to be on board with this and has asked Ms. Godfrey and the LWIBs to develop a DLIR plan/process that is proactive in providing training and placement to UI claimants after they file a claim. In preliminary discussions with the LWIBs, there was a concern about how this will affect performance measures. Ms. Godfrey added that training money will allow for additional staff to accommodate the influx of people at the One-Stops.

WDC Budget 2009-2010

Chair Yamanaka said the WDC budget is not quite ready and recommended referring it to the Executive Committee for review and approval.

A motion was made and seconded to refer the WDC budget to the Executive Committee for review and approval. Motion carried.

Designees

Chair Yamanaka mentioned that private sector members have questioned why they cannot designate an alternate to attend meetings on their behalf. The Office of Information Practices has determined that private sector appointed board members may have that option for committee, not

Council, meetings. WDC has, therefore, established a policy regarding the designation of an alternate, their powers, and the procedures for appointing a designee.

A motion was made and seconded to approve WDC's policy regarding the designation of an alternate to represent private sector appointed board members. Motion carried.

New Business and Announcements

None.

Adjournment

The meeting was adjourned at 11:38 a.m.